



**7TH NEXT GENERATION OF AVIATION
PROFESSIONALS (NGAP) TASK FORCE MEETING**

Montréal, Canada, 1 - 2 December 2015

REPORT

1. INTRODUCTION

1.1 The 7th ICAO Next Generation of Aviation Professionals Task Force meeting was held at ICAO Headquarters in Montréal, Canada, on 1 and 2 December 2015.

1.2 The meeting agenda is at Appendix A of this report. The meeting was attended by 34 participants from two States, ten international organizations and 15 educational institutions. The participants list for the meeting is at Appendix B of this report.

1.3 The ICAO Director of the Air Navigation Bureau opened the meeting. The meeting was chaired by Dr. Thomas Carney, supported by Ashley Laurysen, Chair and Vice-Chair of the NGAP Task Force, respectively. Secretariat support was provided by the Chief and Technical Officers of the Implementation Planning and Support Section - Safety.

2. SUMMARY OF DISCUSSIONS

2.1 The meeting objective was to review the progress and status of the Task Force work, and discuss the transition of the NGAP Task Force to an ICAO NGAP programme. Additionally, the meeting discussed the development of an operational plan for the programme, including an updated work programme to be supported by the working groups.

2.2 The Director of the Air Navigation Bureau provided a presentation on the Task Force achievements and discussed the presentation to the ICAO Council in which it was agreed to establish an ICAO NGAP programme (Appendix C). The Chairs of the Outreach, Implementation and Research Working Groups also provided briefings on their respective work completed since the Task Force meeting of December 2014. The presentations are available at <http://www.icao.int/safety/ngap/Pages/Documentation.aspx>.

2.3 The working groups met individually to discuss the development of their future work plans. The work plans will provide the NGAP programme activities, deliverables, responsibilities and timelines. Once the work plans are finalized by the groups, they will be included in the NGAP programme operational plan.

2.4 The following conclusions resulted from the meeting discussions:

- ICAO has elevated the status of NGAP to an ICAO programme. This will result in the NGAP Programme being incorporated into the business plan of the Organization. Continued support from NGAP partner organizations and experts will be critical to the continued success of the programme.
- The NGAP Management Group is expanded to include the following partner organizations: AABI, ACI, CANSO, EUROCONTROL, IAOPA, IATA, ICCAIA, IFALPA, IFATCA and IFATSEA.
- The Implementation Working Group has been meeting regularly over the year and is working together to develop an agreed upon agenda and syllabus for the Air Traffic Safety Electronics Personnel (ATSEP) and air traffic controller (ATCO) workshops. ICAO will work with the group to organize regional workshops throughout 2016 and 2017. The first workshop is planned to be held in Montréal in June 2016.
- The Chair of the Research Working Group announced that the group will become a sub-group of the Outreach Working Group. The sub-group will continue to work on the NGAP index/dashboard, envisioned that a product will be available by the ICAO Assembly in September 2016, as well as embark on other initiatives to further incorporate academic activities in the NGAP programme.
- The Chair of the Research Working Group also noted the establishment of a consortium of seven universities that will facilitate the exchange of students, research projects, etc. The Chair will sit on the consortium and represent the NGAP programme.
- The Outreach Working Group has an extensive membership and has created seven sub-groups (Communications and Promotions, Best Practices, Education Outreach and Tertiary Education Directory, Internships and Careers, Montreal Outreach and Civil Aviation Week Preparations, Resource Mobilization, and Research) in order to manage the various activities. The Outreach Working Group is striving to have membership with representatives from all regions of the world.
- The Outreach Working Group is working on several key initiatives, including garnering support for the Dreams Soar solo flight around the world (www.dreamssoar.com) to promote Science, Technology, Engineering and Mathematics (STEM), national outreach activities (e.g. Cameroon and Sri Lanka), an Aviation Discovery Programme for Africa, 2016 Civil Aviation Week in Montreal, as well as various communications plans and strategies.
- ICAO Regional Offices to support NGAP Outreach and Implementation workshop activities.
- ICAO to improve the NGAP website by 31 March 2016.
- ICAO to finalize the NGAP operational plan and post it on the NGAP website by 31 March 2016.
- The next NGAP meeting is planned to be held at ICAO Headquarters in Montréal, Canada from 5 to 8 December 2016. A web connection will be provided.
- The Management Group will hold quarterly teleconferences

3. NEXT STEPS

3.1 The Director of the Air Navigation Bureau concluded the meeting by recognizing the exceptional leadership of Dr. Thomas Carney, NGAP Task Force Chair, as well as the other Management Group Chairs (Ashley Laurysen, Vice-Chair, NGAP Task Force, Mary Nelson,

Implementation Working Group Chair, Lori Brown, Outreach Working Group Chair and William Agius, Research Working Group Chair). He noted that their leadership has been instrumental to the success of the NGAP initiative. He also noted that ICAO is looking forward to continuing to work with Dr. Carney and Ms. Lauryssen in their roles as representatives of AABI and Eurocontrol, respectively, and as contributors to the working groups, along with the various partner organizations and experts, to continue the important NGAP work. Dr. Carney expressed thanks to the Director, colleagues from ICAO, and the members of the NGAP Task Force, for their vision, service, collegiality, and support since the May 2009 formation of the NGAP Task Force. He noted that we are now at an inflection point in moving NGAP to a programme, and the potential for even greater success in attracting, preparing, and supporting the best and brightest to take their place in the Next Generation of Aviation Professionals.

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APPENDIX A
MEETING AGENDA

Welcome, opening remarks and participant introductions

1. Approval of the draft agenda
2. ICAO update (transition from Task Force to Programme)
3. Working group updates (Outreach, Implementation and Research)
4. Partner updates (CAAS, CANSO, Dreams Soar)
5. NGAP programme objectives and priorities
6. Break-out sessions for working groups
7. Revision of working group work plans
8. Revision of terms of reference and NGAP operational and work plan
9. Tools to support NGAP activities
10. Any other business
11. Next meeting

Closing Remarks

APPENDIX B

LIST OF PARTICIPANTS

Name	Organization	E-mail
Thomas Carney NGAP TF Chair	Purdue University AABI	tcarney@purdue.edu
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APPENDIX C



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Next Generation of Aviation Professionals (NGAP)


7th Task Force Meeting

Stephen P. Creamer
Director, Air Navigation Bureau

Montreal, Canada
1 December 2015




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NGAP: *Background*

- Since 2008, several reports have forecasted a shortage of aviation professionals.
 - Airbus, Boeing and IATA, among others, concur with predictions of this impending shortage, especially in the areas of pilots, air traffic controllers, aircraft maintenance engineers, as reported in ICAO Doc 9956 in 2011.
- In May 2009, ICAO created the NGAP Task Force.
 - This resulted from a round-table discussion with industry, regulators, educators, and international organizations.
 - NGAP Task Force is a forum to discuss issues and establish collaboration to support activities to prepare for and engage the next generation.



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NGAP: *Vision and Mission*

NGAP Vision

- A global aviation community that has sufficient competent human resources to support a safe, secure and sustainable air transportation system.

NGAP Mission

- To develop strategies, best practices, tools, standards and guidelines as applicable and to facilitate information sharing activities that assist the global aviation community in attracting, training, educating, and retaining the next generation of aviation professionals.

3

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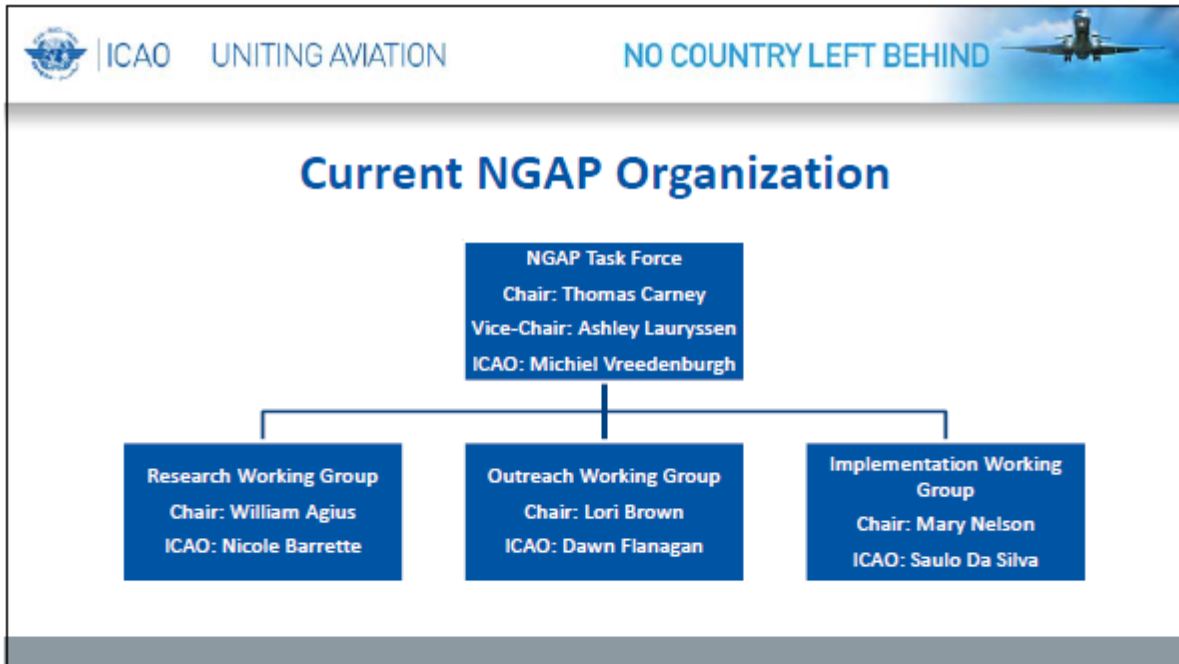
Current NGAP Task Force Structure

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    A[NGAP Task Force] --> B[NGAP Management Group]
    B --> C[Research Working Group]
    B --> D[Outreach Working Group]
    B --> E[Implementation Working Group]
  
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- The Task Force consists of various stakeholders such as: regulators, ANSPs, manufacturers, airports, airlines, international organizations and educational institutions.
- The work of NGAP is supported by voluntary contributors and the ICAO Secretariat.
- The Task Force is led by the Chair and coordinated by ICAO.

4



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2nd NGAP Global Symposium 3-4 December 2014



“No person should be left behind. Aviation is open to everyone.”

*–Julie Payette
Director, Centre des
Sciences de Montreal
(former Astronaut CSA)*

9

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Phase 2 (2015 -2019) Competencies, Research and Regional Outreach

- Informal Briefing to the Council – 5 October 2015
- APAC DGCA Conference theme – 26 - 30 October 2015
- Council Strategic Planning Group Report – 10 November 2015
- 7th NGAP Task Force Meeting – 1 – 2 December 2015
- Internship Toolkit – 2015
- Amendment to PANS-TRG – applicable on 10 November 2016
- Publication of ATCO and ATSEP Training Manuals – 2016
- Regional Implementation Workshops – 2016/2017
- Identify competencies required for the implementation of SARPs and training programmes – 2016
- Workshops/Symposia to assist States to implement human resources development and planning strategies - 2016
- NGAP Index/Dashboard to provide regional and State forecasts – Assembly 2016
- Update of global forecasts Doc 9956 – 2017



10

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Challenges

- Presently, not in ICAO Business Plan or budget (no dedicated full-time ICAO staff)
- All States are affected by the needs of the global aviation work force (i.e. shortages, migration, etc.)
- NGAP programme relies mostly on voluntary contributions from organizations and individuals
- ICAO requires resources for NGAP leadership and coordination efforts



11

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NGAP: *Task Force transition to a Programme*

- Continue to be supported by partner international organizations led and coordinated by ICAO;
- Continue to be supported by contributing experts as members of the existing working groups;
- Continue to work on current activities based on the established priorities, objectives and work plans;
- Continue to hold annual meetings at ICAO for partner organizations, WGs and contributing experts, and periodic teleconferences in between meetings;
- Convert Terms of Reference into an Operational Work Plan retaining same vision and mission, adding the objectives, and incorporating the WG work plans;
- Extend outreach through the ICAO Regional Offices;
- Expand NGAP to all ICAO Strategic Objectives and aviation professions (Inspectors and Airports);
- Clarify NGAP links to all ICAO and other Organization related initiatives (e.g. TRAINAIR and IPTC); and
- Include NGAP in ICAO's Resource Mobilization to raise financial contributions through ICAO voluntary funds (e.g. SAFE-CAPSCA) and continued secondment of experts as contributions in-kind.

12

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Task Force to Programme – Organisation & Composition

Current Task Force	New Programme	Changes
Led by Chairs with the support of ICAO coordination	Led and coordinated by ICAO with the support of Partner Organizations	Greater ICAO leadership, ownership and support to be achieved by incorporating NGAP in ICAO framework and mandate
Management Group (TF & WG Chairs and ICAO)	Partner Organizations, WG Chairs and ICAO	Partners Organizations are State Regulators, Int'l Orgs recognized by ICAO, and Aviation Education Institutions participating in and contributing to NGAP
WG Chairs	WG Chairs	No change
WG Members	WG Members	No change (retain existing criteria and procedure for membership of experts - to distinguish from other meeting participants)
ICAO Secretariat	ICAO Secretariat	No change

13

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Role for Regional Offices

- Support HQ led and coordinated global programme
- Coordinate between HQ and States on NGAP matters
- Regional promotion of and dissemination of information on NGAP
- Support States with NGAP national and regional events
- Support Outreach WG with State membership
- Support Research WG with State data
- Support Implementation WG with organising regional implementation workshops

14

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NGAP: *Council Guidance*

Strengthen NGAP initiative by:

- Formalizing NGAP as an ICAO programme and including objectives in revised GASP and GANP and other ICAO Strategic Objectives (SOs) global plans;
- Establishing NGAP as a priority in the ICAO work programme and include in the ICAO Business Plan and budget for HQ and ROs;
- Developing NGAP Strategy for all SOs, other aviation professions and include in the revised global forecasts Doc. 9956; and
- Reporting to 39th Assembly NGAP Programme progress and a consolidated Resolution encouraging States to participate and support.

15

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Dakar

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North Atlantic
EURO/NAT Office
Paris

Middle East
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APAC Sub-Office
Beijing

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16

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